

Our Code.
Our Connection.
Our Success.

ORACLE SUPPLIER CODE OF
ETHICS AND BUSINESS CONDUCT



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A Message from Our Most Senior Leaders



Lawrence J. Ellison
Founder, Executive
Chairman of the Board,
and Chief Technology Officer



Safra Catz
Chief Executive Officer

Dear Supplier:

Oracle is a leader in our industry because we continuously strive to create and sell the best products and services while championing ethical business values that go well beyond minimum legal requirements. The Oracle Supplier Code of Ethics and Business Conduct defines and implements these core values and is one of Oracle's most important documents. The Code sets forth key rules to help you understand Oracle's business values and your responsibilities. You should read the Code carefully and in its entirety, and you should reference it frequently as a guide to making the right decisions as an Oracle Supplier.

Oracle's reputation and success, as well as your own, depend upon the commitment that you make to understand and uphold Oracle's values and to behave ethically in all business dealings. As an Oracle Supplier, you are making the commitment to uphold the standards of business conduct outlined in the Code. We appreciate your support in continuing to make Oracle a great company.

A handwritten signature in black ink, appearing to read 'Lawrence J. Ellison'.

Lawrence J. Ellison

A handwritten signature in black ink, appearing to read 'Safra Catz'.

Safra Catz

Introduction

Oracle's reputation and success depends upon the personal commitment that each of us makes to uphold Oracle's values in all of our business dealings. This Supplier Code of Ethics and Business Conduct ("Code") is applicable to you as an Oracle Supplier and to all personnel employed by or engaged to provide services to you (either "Supplier" or "you"), regardless of where you are doing business. Oracle Suppliers are those who provide goods or services to Oracle, as well as those who distribute or provide Oracle products or services to others. Oracle Corporation and its subsidiaries ("Oracle") require that you comply with all laws and regulations applicable to your business and with this Code.

Compliance means not only observing the law, but also conducting corporate business in a way that recognizes your ethical responsibilities and fulfills them. Where local laws are less restrictive than this Code, you will still comply with the Code, even if your conduct would otherwise be legal. On the other hand, if local laws are more restrictive than the Code, you must always, at a minimum, comply with those laws.

Oracle maintains open and frank business dealings with all Suppliers and strives to develop mutually advantageous relationships. Oracle expects you to adhere to high ethical standards and to avoid engaging in any activity that involves even the appearance of impropriety.

Antitrust and Competition Laws

Oracle is committed to observing the applicable antitrust or competition laws of all countries. Although these laws may vary from country to country, they generally prohibit agreements or actions that reduce competition without benefiting consumers. They seek to protect the competitive process so that consumers receive the benefits of competition. Violations of antitrust or competition laws may result in severe penalties, including large fines and jail terms.

Compliance with these laws is required at all times. You must not **(i)** fix or control prices, either by agreeing directly with a competitor, or any other method, such as through third-parties; **(ii)** structure or orchestrate bids to direct a contract to a certain competitor or reseller (bid rigging), including abstaining from bids or submitting noncompetitive or “courtesy” bids; **(iii)** boycott suppliers or customers; **(iv)** divide or allocate markets or customers; or **(v)** limit the production or sale of products or product lines. These prohibited agreements are against both public policy and Oracle policy and should be equally avoided in your discussions with Oracle and other Oracle partners, as well as representatives of other companies. In addition, you must refrain from prohibited discussions with competitors (whether OracleDirect, other Oracle partners, or other companies) about prices, costs, profits or profit margins, production volumes, or bids or quotes for a specific customer’s business.

Note that for the purposes of antitrust laws, competitors are Oracle direct sales, other Oracle partners, or any other entity that may compete with you for a business opportunity. If you are ever solicited by an Oracle employee to engage in any of this prohibited conduct, you are to report this behavior to the Oracle Legal Department.

Certain sales tactics or other arrangements with customers or suppliers may also raise antitrust and competition law risks, if they unfairly restrain or prevent competition by your competitors or among your customers. Examples of sales arrangements that have been found to violate the antitrust laws include predatory pricing below cost, exclusive dealing contracts, bundled or tie-in sales, agreements with customers or suppliers about minimum resale prices, and discriminating between competing customers.

Regardless of your location, the antitrust laws of the United States are likely applicable as they apply to business operations and transactions related to imports to or exports from the United States.

Improper Payments, Money Laundering, and Economic Boycotts

Suppliers cannot offer or pay bribes. You are prohibited from offering, promising, authorizing, directing, paying, making, or receiving any bribes, kickbacks, or payments of money or anything of value (directly or indirectly) to improperly obtain business or any other advantage for Oracle or yourself. The Foreign Corrupt Practices Act (“FCPA”) and other similar international anti-corruption laws outlaw bribery. Penalties for violating these laws are severe and can include prison time and large fines for individuals. Oracle also prohibits all forms of money laundering, which involves disguising, channeling unlawfully obtained money, or transforming such money into legitimate funds.

The above prohibition applies to

- ➔ Government and public sector, which includes public utilities, higher education, public healthcare entities, and public international organizations and their employees or officials
- ➔ Political parties or candidates for political office
- ➔ Business entities partially or wholly owned or controlled by government interests (often referred to as state-owned enterprises) and their employees or officials

- ➔ Privately-held commercial companies and their employees
- ➔ Oracle employees
- ➔ Any other third party

Oracle prohibits giving money or anything of value directly or indirectly to a government official or employee of a state-owned enterprise, or to the spouse, significant other, child, or other relative of any such person, for the purpose of influencing or rewarding an action or decision of the government or public sector employee or official or to gain any improper advantage for Oracle. “Anything of value” is intended to be broad and covers not only money, but also gifts, lavish or excessive entertainment, funding of personal travel such as sightseeing, contributions to charity, and employment opportunities. Oracle also prohibits facilitation or facilitating payments, which are payments to an official to speed up or expedite routine government actions, including processing and approving applications and permits.

Dealing with Government

Oracle's standards and the applicable laws for dealing with government and public sector employees or officials are more stringent than standards for employees of private-sector (privately held) companies.

You must strictly observe the laws, rules, and regulations that govern the acquisition of goods and services by any governmental entity of any country and the performance of government contracts. Activities that may be appropriate when dealing with private-sector customers may be improper and even illegal when dealing with government.

If you deal with any governmental entity, including public international organizations, you are responsible for knowing and complying with all rules that apply to government contracting and interactions with government officials and employees, including but not limited to the following requirements:

- ➔ You must not give or offer, either directly or indirectly, any gratuity, gift, favor, entertainment, loan, or anything of monetary value to any government or public sector employee or official except as may be permitted by applicable law. You are required to establish and maintain appropriate internal controls to ensure compliance with all applicable local country and US laws concerning prohibitions on offering anything of value to government and public sector employees or officials.
- ➔ You must not provide, attempt to provide, offer, or solicit a kickback, directly or indirectly, to obtain or reward favorable treatment in connection with any transaction.

Lobbying of Government Officials

Lobbying is generally any activity that attempts to influence laws, regulations, policies, and rules. In certain jurisdictions, however, the legal definition of “lobbying” can also cover procurement and business development activity. You are responsible for understanding when your activities may legally be considered lobbying in a particular jurisdiction and for complying with all applicable laws.

You may not lobby government on behalf of Oracle. Government relations consultants/lobbyists retained by you may not be used by Oracle, and you may not use Oracle’s consultants/lobbyists for any such purpose.

Business Courtesies that May Be Extended

You must use discretion and care to ensure that expenditures on customers, Oracle personnel, or representatives are reasonable, ordinary, and proper. You must also ensure that expenditures are not and could not reasonably be construed as a bribe or an improper attempt to secure unfair preferential treatment or violate applicable laws and regulations. A general guideline for evaluating whether a business courtesy is appropriate is to ask whether public disclosure would be embarrassing to you, Oracle, or the recipient.

Business Courtesies that May Be Received

You are responsible for ensuring that acceptance of any business courtesies, gifts, or entertainment is proper and is not and could not reasonably be construed as an attempt by the offering party to secure favorable treatment or otherwise violate applicable laws and regulations.

Financial Integrity

You must accurately document all transactions related to your contract with Oracle and relevant order forms in your financial books, records, and statements, and in reports and other documents provided to Oracle, and prevent side agreements, whether oral or written. The handling and disbursement of funds related to Oracle business transactions must be pursuant to a duly authorized written Oracle contract with clearly defined procedures. Documents must not be inappropriately altered or signed by those lacking proper authority. No undisclosed or unrecorded fund or asset related to any Oracle transaction may be established or maintained for any purpose.

Your financial books, records, and statements must properly document all assets and liabilities and accurately reflect all transactions of your company related to Oracle products and services. Your business records must be retained in accordance with record retention policies and all applicable laws and regulations.

Furthermore, you must establish and maintain internal financial and other controls that ensure that your transactions are executed and your expenditures are in accordance with the appropriate authorization(s), and that you spend money responsibly and appropriately. If requested by Oracle, you will furnish records including proof of execution for expenditures you make in connection with Oracle.

Oracle's policy is to report its financial results and other significant developments fully, fairly, accurately, timely, and understandably. Oracle expects you to comply with this policy and with all applicable laws and regulations.

Intellectual Property and Obligations of Confidentiality

Oracle respects the intellectual property rights of others and expects other companies to respect Oracle's intellectual property rights. An important element of such protection is maintaining the confidentiality of Oracle's trade secrets and proprietary information. Oracle's intellectual property, confidential information, patented technology, documentation, or other materials must not be used without written permission or outside the scope of work performed for Oracle. Additionally, copyrighted software must not be reproduced. In the course of working with or for Oracle, you must not use proprietary information, patented technology or copyrighted software, documentation, or other materials of Oracle or third parties without authorization.

You must safeguard confidential information by not transferring, publishing, using, or disclosing it other than as necessary in the ordinary course of business to perform your work for Oracle or as directed or authorized by Oracle. You must observe applicable data privacy standards, including, but not limited to, all applicable laws, rules, and regulations. Materials that contain confidential information or that are protected by privacy standards or laws, rules, or regulations should be stored securely and shared only internally with employees on a need-to-know basis.

Confidential information may include, but is not limited to: source code, software and other inventions or developments (regardless of the stage of development) created or licensed by or for Oracle, marketing and sales plans, competitive analyses, product development plans, nonpublic pricing, potential contracts or acquisitions, business and financial plans or forecasts, internal business processes and practices, and prospect, customer, and employee information.

You are also required to protect confidential information (which includes personal information) to which you have access in connection with your services to Oracle. The Oracle Supplier Information and Physical Security Standards identify the security standards and procedures that must be followed when accessing, collecting, or processing Oracle confidential information, Oracle networks, or an Oracle customer's networks.

Securities and Insider Trading Laws

You will comply fully with applicable insider trading and securities laws, which govern the securities' transactions of Oracle. Securities include common stocks, bonds, derivatives (for example: options, futures, and swaps), and other financial instruments.

United States federal and state securities laws, together with any applicable local laws and regulations prohibit you from using material, nonpublic information (also called "inside information") for personal advantage and from disclosing this information to any other person before it is broadly available. You expose yourself and your company to civil and criminal liability if you or members of your immediate family trade securities while you possess inside information or if you provide any person or entity with such information.

If you possess material, nonpublic information gained through your relationship with Oracle, you may not trade in Oracle securities or the securities of another company to which the information relates. You may not pass on to others (that is, "tip") material, nonpublic information. Again, these restrictions also apply to your immediate family members.

Material information is any information that a reasonable investor would consider important in a decision to buy, hold, or sell securities. It includes any information that could reasonably be expected to cause a change in the price of securities of Oracle or the securities of another company to which the information relates.

While it is not possible to create an exhaustive list of all events or types of information that may be deemed material, the following list includes several examples of information that may be considered material information:

Financial performance and operating metrics, especially quarterly and year-end earnings, or significant changes in financial performance, operating metrics or liquidity (including forecasts relating to these types of information that may affect company-wide results); Potential or ongoing major mergers, acquisitions, joint ventures, divestitures or other strategic transactions; Award or cancellation of a major contract or strategic partnership, or the gain or loss of a substantial customer or supplier; Key management changes; Changes in dividend or stock repurchase programs, offerings of securities or credit transactions; Changes in auditors, knowledge about a qualification in an auditor's opinion or attestations report, or any change in the ability to rely on auditor reports relating to prior financial statements; Actual or threatened significant litigation or investigations, or developments in or the resolution of such litigation or investigations; or Information regarding security incidents involving the misappropriation of customer data stored in the Oracle Cloud.

Nonpublic information is material information that is not available to the general public. It is typically made public through the issuance of a press release or a filing with the US Securities and Exchange Commission.

Trade Compliance Laws and Regulations

United States global trade laws and regulations govern all imports, exports, re-exports, and use of US origin commodities and technical data, wherever located. Oracle requires that you comply fully with all applicable US and global trade laws and regulations. Failure to comply could result in the loss or restriction of your or Oracle's trade privileges. Violation of these global trade laws and regulations may also result in fines and imprisonment. You are responsible for understanding how the global trade laws and regulations apply and for conforming to these laws to ensure no technology, data, information, program, and/or materials resulting from services (or direct product thereof) will be imported or exported, directly or indirectly, in violation of these laws and regulations, or will be used for any purpose prohibited by these laws and regulations.

Conflicts of Interest

The term "conflict of interest" describes any circumstance that could cast doubt on your ability to act with total objectivity in business decisions and transactions. Oracle wants its Suppliers' business decisions and transactions to be free from any conflicts of interests. Oracle Suppliers should always act using sound business judgment unclouded by personal interests or other unethical or improper considerations. Conflict-of-interest situations may arise in many ways, including, but not limited to, the following: Family, friends,

and romantic relationships; Personal financial interests; Corporate business opportunities; Outside business activities; Public service or office; and/or Public speaking, books, and other publications. Oracle expects its Suppliers to avoid conflicts of interests that are or may be detrimental to, or otherwise affect, its business dealings with Oracle or its customers.

If you feel that you have an actual or potential conflict with Oracle or any of its employees, or that otherwise compromises integrity or sound business judgment in business decisions and transactions involving Oracle or its customers, you must immediately resolve the conflict and report all pertinent details to Oracle. You must also disclose to Oracle if you or any of your employees involved in business dealings with Oracle have any relationship or association with an Oracle employee and if you or any of your employees involved in business dealings with Oracle have any relationship or association with an Oracle customer for whom you have been engaged to provide services.

Truth in Contracting

You and your employees will compete fairly and ethically for all business opportunities. Your employees who are involved in the sale or licensing of products/services, the negotiation of agreements, or the delivery of services to Oracle and/or Oracle's customers are required to understand and honor the terms of contractual agreements. You must ensure that all statements, communications, and representations to customers and to Oracle are accurate and truthful. Additionally, you must accurately represent your and your employees' abilities, expertise, and experience to Oracle.

Business and Employment Relationships

Oracle affirms the principle of equal employment and business opportunities without regard to any protected characteristic, including but not limited to: race, religious creed, national origin, color, sex or gender, gender identity or expression, age, mental or physical disability, mental condition, pregnancy, marital status, national origin/ancestry, genetic information, political affiliation, military and protected veteran status, sexual orientation, or any other characteristic protected under federal or state law or local ordinance. Oracle policy prohibits harassment in any form and Oracle expects that you practice and promote a work environment free from harassment, as appropriate under local laws.

Human Rights of Workers

You will uphold the human rights of workers and treat them with dignity and respect, as described in the [Oracle Human Rights Statement](#), the [International Labor Organization \(ILO\) Conventions](#), and other applicable laws and regulations. Compliance with fair labor and antislavery practices that allow for freely chosen employment is required, which includes the prohibition of child labor, human trafficking, and slavery.

Additionally, the adherence to applicable wage and labor laws and standards is required. Physical abuse, sexual or other harassment, and discrimination on the basis of race, religious creed, caste, national origin/ancestry, genetic information, military and protected veteran status, religion, age, disability, gender, gender identity or expression, pregnancy, marital status, sexual orientation, union membership, political affiliation, or any other characteristic protected under applicable law or local ordinance is strictly prohibited. You must take effective measures to remedy any adverse human rights and fair labor impacts, including taking effective measures with your suppliers to prevent any violations of human rights.

Environment, Health, and Safety

Oracle recognizes its social responsibility to protect the environment and expects its Suppliers to share its commitment. You are required to comply with all applicable environmental laws and regulations and are expected to work to reduce consumption of resources, including raw materials, energy, and water, throughout all aspects of the product or service lifecycle. You are encouraged to reduce or eliminate waste of all types by implementing appropriate conservation measures in your facilities and by recycling, re-using, or substituting materials.

Worker health, safety, and well-being are important to Oracle. You will provide and maintain a safe and healthy work environment and fully comply with all applicable safety and health laws, regulations, ILO Convention No. 155 and 170, and practices while also minimizing the burden of your operations and products on the environment. Adequate steps must be taken to eliminate or minimize the causes of hazards inherent in the working environment, prevent workplace accidents and injuries, and promote safe and healthy workplaces.

Sustainability and Climate Change

Environmental sustainability is important to Oracle and as such you agree to address their material environmental impacts as well. Suppliers shall develop and implement environmental programs with continuous improvement plans with respect to the provision of the Products and/or Services to reduce their carbon footprint and other environmental impacts including energy, water, and waste. Continuous improvement plans shall include good faith efforts to develop and set science-based targets that are aligned with reduction pathways to limit global warming to 1.5°C or less above pre-industrial temperatures. Material environmental impacts including greenhouse gas emissions, energy consumption, waste generation, and water usage shall be tracked, documented, and make reports available to Oracle. Oracle also expects its suppliers to engage with their suppliers on matters relating to sustainability. Any regulatory compliance legislation must also be adhered to.

Duty to Cooperate

You will cooperate with Oracle's periodic requests for documents and/or information made in connection with Oracle's Supplier onboarding and due diligence processes. To ensure that our Suppliers adhere to Oracle's policies, you may be asked to provide certain information identifying your company structure, the potential existence of conflicts of interest, and compliance with US and other applicable local laws. Although Oracle requires that Suppliers comply with all applicable local and US laws, requests for information are designed to identify a number of specific compliance issues, which would need to be resolved before a Supplier is allowed to provide services or products to Oracle or Oracle customers. You are obligated to provide truthful and accurate responses to such requests for information and Oracle reserves the right to request additional information at any time. Oracle may terminate your contract or engagement for failure to satisfy your obligation of providing truthful and accurate responses to such information requests.

Additionally, you will cooperate with any audit request made by Oracle.

Reporting Violations

Report to Oracle any conduct, including conduct of any Oracle employee, that you believe in good faith to be an actual, apparent, or potential violation of this Code. Prompt reporting of violations is in the best interest of everyone. Reports will be handled as confidentially as possible.

Oracle maintains an open-door policy with regard to your questions, including any questions related to ethics and business conduct. To report an incident, you may contact your local Oracle legal counsel.

You may also call Oracle's Compliance and Ethics Helpline at **+1.800.679.7417**, toll-free, 24 hours a day, seven days a week. To submit a report regarding a facility or employee based in the European Union, dial the **EU Helpline at 866.455.1215**. You may anonymously report an incident, where permitted by law, online at any time through the Oracle Incident Reporting website, which is available at <https://www.compliance-helpline.com/oracle.jsp>. Please note that certain restrictions might apply to Helpline reports in the European Union. A third party manages both the Helpline and Incident Reporting website.

Enforcement

The Supplier Code of Ethics and Business Conduct places you and Oracle in the forefront of those corporations throughout the world that emphasize the importance of solid business ethics and honest business conduct. Oracle's standards can be met only with your cooperation. Oracle trusts that you will adhere to the standards of this Code. You agree to abide by the terms of this Code and acknowledge that compliance with this Code is required to maintain your status as an Oracle Supplier.

Find New Perspectives. Reach New Insights. Gain New Visibilities.

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